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AUTHOR Nordhaug, Odd
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ABSTRACT

This book studies how structural factors may contribute to determining both the volume and the composition of educational activities for adults. It then examines results or outcomes from work-related training. Part I outlines the agenda of the book. Chapter 1 introduces the metaphor of the shadow educational system, which describes an educational sector that is less institutionalized and therefore less visible than traditional educational systems. It also addresses the concept of adult resource development. Part II (chapters 2-3) discusses adult education and training as parts of the wider concept of adult resource development and clarifies the distinction between adult learning and education. A theoretical framework of the field is outlined in which the concepts of macro structures, supply, demand, recruitment and participation, individual outcomes, and collective outcomes are main elements. Part III (chapters 4-6) studies aspects of the generation of adult education--macro or societal influences comprising factors that are assumed to affect both the supply side and demand side. Part IV looks more closely at aspects of individual and collective outcomes. In chapter 7, analytical approaches to studying individual outcomes from adult education and training are presented and their potential assessed. Chapter 8 treats perceived individual outcomes from participation in personnel training. Chapter 9 examines the role that adult education and training play for the generation of work-related competences in adults. Chapter 10 suggests how individual outcomes from personnel training can be aggregated and transformed into effects on the organizational level. Part V identifies strategies and needs for future research. Contains 336 references. (YLB)

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